



08 March 2023

H.E. António Guterres
Secretary-General
United Nations
New York, NY 10017
USA

Dear Mr. Secretary-General,

I am pleased to confirm that TTC Group supports the Ten Principles of the United Nations Global Compact on human rights, labour, environment, and anti-corruption. With this communication, we express our intent to implement those principles. We are committed to making the UN Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in collaborative projects which advance the broader development goals of the United Nations, particularly the Sustainable Development Goals. TTC Group will make a clear statement of this commitment to our stakeholders and the general public.

We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by the chief executive expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- The completion of the online questionnaire of the Communication on Progress through which we will disclose our company's continuous efforts to integrate the Ten Principles into our business strategy, culture, and daily operations, and contribute to United Nations goals, particularly the Sustainable Development Goals.

Respect for human rights is one of TTC Group's core values. Our Code of Conduct is signed by all employees and includes the respect for the universal recognised human rights. Our colleagues are expected to behave according to this code of conduct and promote the UN declaration within the organisation. We assess our activities and ensure they are not causing or contributing to adverse human rights impacts. We analyse our relationships with Government, business partners, and other non-state actors to consider whether they might pose a risk for the company in terms of implicating it in human rights abuse.

TTC Group supports the right to exercise freedom of association and collective bargaining. We have a good cooperation with the unions, including any independent parties which we use, information on this can be found in contractual agreements.

TTC Group's policies state that we refuse to hire anyone by force or against their will. No one within the company should be subjected to any form of forced labour. All employment is documented with written contracts describing the conditions of employment in a language understood by the employee and signed by both parties. TTC Group complies with public working hour regulations and pays fair wages that at a minimum cover the local cost of living. We require our independent parties to engage their employees on fair terms. Any form of child labour is not acceptable at TTC Group or with our contractors. The age limit for working for TTC Group is 18 years of age.

TTC Group maintains an inclusive environment that is committed to equal opportunities for all employees. TTC Group recognises and appreciates that every individual is valuable and unique. We do not tolerate discrimination in any form, based on race, skin colour, disability, nationality, sexual orientation, social background, religion conviction, political conviction, gender, age, or any other personal characteristics.

One of TTC Group's key focus areas is our environmental impact. We calculate our carbon footprint on an annual basis and minimise our negative impact on the environment as best we can. As part of this annual assessment, we review how our practices can be conducted in a more sustainable manner to assist in monitoring our journey to net zero. We are committed to full compliance with all applicable environmental regulations wherever we operate.

We ensure full compliance with all applicable environmental regulations wherever TTC Group operates in the world. By assessing, reporting, and minimising our carbon footprint on an annual basis we are reducing our global greenhouse gas footprint. We support global initiatives that reduce the volume of atmospheric carbon while improving the lives of those in the poorest communities with education and lifestyle change initiatives. By engaging with Global Compact Local Networks, we aim to support Principle 9. We aim to join and support issue platforms and workstreams, focusing on those tied to Principle 9.

For TTC Group, trustworthiness and value creation are formed through governance and compliance. We are committed to full compliance with all applicable laws and regulations wherever we operate in the world. At TTC Group, we promote fair and free competition without corruption, bribery, or money laundering.

A handwritten signature in black ink, appearing to read 'Jim Kirkwood', with a long horizontal stroke extending to the right.

Jim Kirkwood

CEO